

## **National Task Force on Diversity Committee Meeting Minutes**

*Friday, November 8, 2013 Dial-in Only*

### **Participants**

Kenneth Andrichik  
John Bickerman  
David Burt  
Nelson Diaz  
Cassandra Georges  
Wendy Hufford  
Laura Kaster  
Louise LaMothe  
Barry Leon

Laurel Pyke Malson  
Deborah Masucci  
Bennett Picker  
Rick Richardson  
Bette Shifman  
Beth Trent  
Nancy Vanderlip  
Irene Warshauer

Beth Trent opened the meeting by welcoming the participants and making a motion to adopt the October 8, 2013 Task Force minutes. Following a second to Ms. Trent's motion, the members adopted the minutes without objection.

### **Agenda Item One: Approving Text for Diversity Commitment**

The Task Force discussed the revised text of the Commitment one the one-page presentation. Members expressed support for the current draft, stating that it is much improved, elegant, and is presented well. There were no suggested changes and the objections to accepting the text and the one page presentation were adopted as final.

### **Agenda Item Two: Developing a Strategy for Diversity Commitment**

#### **A. General Discussion of Approaches Promoting the Commitment**

The Task Force next addressed approaches to developing support for the Commitment. Ms. Trent noted that the Task Force discussed promotion strategies in the last meeting and efforts the Task Force members might make through their own connections and networking with other organizations in order to start the ball rolling and get more signatories (companies and law firms) for the Commitment. Ms. Trent also observed that the purpose of attributing the Commitment to the Diversity Task Force, is to indicate that the Commitment would not belong to any single organization in the effort to make it more appealing to more people in terms of drumming up more support.

## **National Task Force on Diversity Committee Meeting Minutes**

*Friday, November 8, 2013 Dial-in Only*

Ms. Kaster suggested that the Task Force make outreach a project in terms of asking people to sign on to the Diversity Commitment.

David Burt observed that when he is invited to speak about ADR, people want him to talk about diversity as well. He noted that he and Laura Kaster had recently co-authored an article, [\*Why Bringing Diversity to ADR is a Necessity\*](#), which can be reprinted and used in support of the Commitment (as long as credit is given to the publisher). Ms. Trent asked that the authors circulate the article to the members of the Task Force. Louise LaMothe mentioned a *New York Times* article about Twitter and the absence of women on their board.

One member suggested that the Task Force couple the Commitment with other events, such as CLE presentations, that have a high attendance. Another member suggested that the Task Force consider a timeline of outreach objectives and achievements including where the Task Force wants to be in 3 months, 6 months and one year. Members mentioned the DR Section meeting in April and the CPR Annual Meeting in February as opportunities to focus on diversity and highlight the Commitment

Regarding the CPR Annual Meeting, Ms. Trent noted that CPR is planning to create video clips to use in support of the Diversity Commitment. The videos would consist of two categories: of supporting material. The first would present leaders in the profession speaking to the business case for diversity. The second would present diverse individuals discussing methods they used to address challenges they faced in developing their careers. Ms. Trent also noted CPR hopes to be able to film the clips at its Annual Meeting and asked for speaker suggestions.

### **B. Specific Approaches to Drive Acceptance of the Commitment: Collaborating with Other Organizations**

The Task Force discussed collaboration with other organizations as a method of publicizing the Commitment and attracting signatories. Ms. Masucci noted that Laura and she used the article, *Why Bringing Diversity to ADR is a Necessity*, as a central point of a webinar they did at the College for Commercial Arbitrators keyed to the Diversity Pledge. In addition, Ms. Masucci informed the Task Force that there will be a full day of programming on diversity at the ABA DR Section Annual Conference in April and suggested that CPR should be a part of that programming. Ms. Trent noted that CPR has had preliminary conversations with Dispute Resolution Section about using the Commitment to promote a joint commitment to diversity and, now that the Commitment is final, more concrete plans can be made.

One member suggested that there are many companies with diversity offices or people who are charged with the promotion of diversity and inquired as to whether they are networked. Other members suggested that members of the Task Force talk to the diversity professionals in their

**National Task Force on Diversity Committee Meeting Minutes**

*Friday, November 8, 2013 Dial-in Only*

own organizations and ask which organizations, networks, etc. our diversity officers participate in or are familiar with. During the conversation, a number of organizations were identified (and, in some cases, specific people at the organizations were identified as well), and some members of the Task Force volunteered to contact some of the organizations. That information is shown below. It was agreed that, when the Draft Minutes are circulated, other members of the Task Force will be asked to volunteer to contact the organizations that do not have a Task Force Coordinator, as well as to identify any organizations that they believe should be added to the list. It was suggested that this could be the foundation of a Rollout Plan going forward.

<b>Specific Organizations Discussed</b>		
<b>Organization Name</b>	<b>Organization Contact</b>	<b>Task Force Coordinator</b>
American Arbitration Association (AAA)	India Johnson Sasha Cohen Eric Tuckman	Deborah Masucci will contact India Johnson
ABA DR Section	Ruth Glick	Beth Trent
ABA Diversity Committee		
Alliance for Workplace Excellence		
Association of Law Firm Diversity Professionals (ALFDP)		Beth Trent
College of Commercial Arbitrators (CCA)		
CCW		
FINRA	Kenneth Andrichik	Kenneth Andrichik
JAMS		Deborah Masucci
MCCA	Lloyd Johnson Joseph West	Kathy Bryan will contact Lloyd Johnson
Society for Diversity		

**C. Specific Approaches to Drive Acceptance of the Commitment: Focusing on Regional Approaches to Drive an Acceptance**

Bennett Picker suggested that the Task Force utilize a bottom up approach, as opposed to a top down method, starting with local ACC chapters and identifying the best local contact for outreach in the area. For instance, one member suggested that PD Villarreal, from GlaxoSmithKline, would be an excellent speaker at ACC programs.

**National Task Force on Diversity Committee Meeting Minutes**

*Friday, November 8, 2013 Dial-in Only*

Mr. Burt suggested the Task Force reach out to state bar associations rather than national bar associations as local practices can make good use of the article. Ms. Masucci proposed that the Task Force give suggestions to active people in the bar associations. For instance, reaching out to Ben Picker in Pennsylvania and John Bickerman in Washington, D.C. Ms. Trent suggested that the Task Force should also coordinate with Dan Kolb for the New York State Bar diversity activities and she volunteered to do so..

As is reflected in the chart below, the Task Force identified several regions that it might focus on to begin with. It was agreed that when the Draft Minutes are circulated, other members of the Task Force will be asked to identify contacts and volunteer as coordinators.

<b>Specific Regions Discussed</b>		
<b>Region</b>	<b>Regional Contract</b>	<b>Task Force Coordinator</b>
Atlanta		
California		
Chicago		
Miami		
New York	Dan Kolb	Beth Trent
Pennsylvania	Ben Picker PD Villarreal	
Silicon Valley		
Texas		
The Tristate Area		
Washington, D.C.	John Bickerman	

One member suggested the Task Force meet no later than January to ensure adequate timing of the outreach.

The next meeting is scheduled for Friday, January 24, 2014 at 11:00 AM Eastern.

The call concluded at 1:00 PM EST.